INDEX

absenteeism, 5, 12, 34, 123, 111, 157
abuse,
  aged, 22
child, 122, 140, 269
sexual, 138, 166
substance, 112, 144 (*see also* alcohol; drugs)
accreditation, 165-166, 275, 281 (*see also* certification)
acquired immune deficiency syndrome (AIDS), 70, 163, 213, 218, 219
  education, 70
administrative remedies, 28, 87, 89, 90, 106, 129, 191, 196, 237 (*see also* collective bargaining; Individuals with Disabilities Education Act)
admissions, 146, 164, 195-6
  denial of, 146, 196, 208
  policy, 174
age,
  athletics (*see* athletics)
  discrimination (*see* discrimination)
  eligibility, 93, 102, 106
  retirement, 5-6
Age Discrimination in Employment Act (ADEA), 2, 3, 5, 6, 178, 179, 196, 236-237
alcohol, 72
  employees, 9, 111, 114
  students, 67, 170, 204, 211, 219
alumni, 168
Americans with Disabilities Act (ADA), 3, 84, 116
annexation, 48
appropriate program (*see* free appropriate public education)
antitrust, 221, 274
arbitrability, 44-52, 55, 132, 141, 155-156, 171, 188, 193, 234-235, 236, 279
armed forces, 233
asbestos, 121, 130, 136, 192
assault (*see* tort)
assessment (*see* examination)
athletes and athletics, 66, 74, 139-160, 244
  age, 142
  associations, 140, 146
  baseball, 116, 118, 120, 134, 142, 147, 152, 154
  basketball, 4, 8, 46, 54, 128, 133, 140, 141, 146, 151, 154-160, 167, 171, 172, 192
  directors, 48, 155, 191, 192, 211
  discipline, 141-142
  eligibility, 140-141, 142-143
  hockey, 144-146
  scholarships, 140, 143, 202
  softball, 157
  swimming, 210
  tennis, 5, 156, 213
  volleyball, 128
attendance policies, 60, 61-62, 138
  compulsory, 61
attorney fees, 51, 54, 55, 84, 100, 102-104, 105, 131-133, 159, 172, 177, 178, 183, 185, 202, 209, 214, 215, 245

back pay (*see* damages)
bad faith (*see* unfair labor practices)
bankruptcy, 166, 193, 196, 199-201, 216, 222, 274
  chapter 7, 196, 199, 200
  chapter 11, 222
  chapter 13, 196, 200, 201
bargaining (*see* collective bargaining)
bargaining unit (*see* unions)
bilingual, 75
boards of education,
  local, 6, 32, 54, 55, 115, 134, 136, 142, 149, 156
  state, 11, 15, 35, 49, 124, 130, 195, 265, 267, 268, 269, 273, 275, 279
bonds, 86
bumping (*see* reduction in force)
buses, 128, 129, 134, 137, 152, 153, 275
  drivers, 3, 7, 8, 9, 20, 21, 47, 54, 55, 118, 125, 133, 134
  routes, 47
busing (*see* desegregation)

certification, 11, 17, 27, 29, 31, 34-35, 113, 128, 252, 265, 278-279
  standards, 34
  suspension, 35
civil rights, 93, 154, 209, 211, 213, 258
  action, 50, 121, 132, 137, 138, 195, 206, 208, 237
  Civil Rights Act of 1991, 5, 183, 189
  commission, 179
  office of, 114, 145
  section 1981, Civil Rights Act of 1866, 3, 75, 76, 189
  section, 1983, Civil Rights Act of 1871, 3, 4, 7-10, 15, 16, 75, 76, 93, 137, 138, 141, 147, 157, 191, 196, 208, 224, 227, 231, 232-232
  section 1988, Civil Rights Act of 1871, 245
  title VI, Civil Rights Act of 1964, 75, 76, 173-174, 196-197
  title VII, Civil Rights Act of 1964, 2, 3, 11, 175-177, 236
  title IX, Education Amendments of 1972, 2, 144-145

class,
action, 12, 89, 175, 176, 178, 195, 209, 221
rosters, 210
size, 43, 106, 252, 268
coaches and coaching, 4, 5, 8, 41, 46, 54, 55, 116, 134, 145, 147-149, 151, 154-157, 160, 172, 192, 211, 220
collective bargaining, 186, 279 (*see also* arbitration; employee benefits; salary; unfair labor practice; unions)
agreement, 13, 26-28, 38-57, 132, 155-156, 178, 181, 185, 186-189, 234, 235
impasse resolution,
fact finding, 56
mediation, 40
scope, 42-44
mandatory topics, 43
prohibited topics, 43-44
compensation (*see* wages)
compulsory attendance, 61
consolidation of districts, 26, 78, 254, 274
Constitution (*see also* constitutional rights)
Eleventh Amendment, 7, 76, 80, 97, 100, 104, 105, 115, 138, 145, 156, 164, 181
Fifth Amendment, 7, 198, 233
First Amendment, 7, 37-41, 62, 67, 71-73, 85, 154, 157-159, 163, 166, 168, 180-182, 184, 186, 190, 191, 205-206, 217, 224-230
entanglement, 64, 106
free exercise, 64, 69, 70, 85, 205
Fourteenth Amendment, 7, 41, 82, 137, 173, 179, 226, 231, 233, 241
Fourth Amendment, 143, 144, 209, 230-231
reasonable suspicion, 65, 66, 144
search, 64-67, 143, 144, 209, 210, 230-231, 240
seizure, 64-67, 231
constitutional rights
assemble, 229
association, 7, 10, 41, 206, 226
due process, 23, 27, 39, 41, 42, 46, 70, 96, 103, 137, 140, 141, 142, 143, 147, 155, 166, 176, 179, 180, 184, 185, 190, 192, 194, 197, 204, 208, 233, 235, 237-238, 240
procedural, 12-16, 41, 55, 190
substantive, 7, 11, 74, 147
free speech, 4, 7, 8-9, 10, 41, 69, 70, 71-73, 157, 180-183, 184, 186, 191, 205-206, 226, 224-230
equal protection, 4, 12, 42, 64, 93, 109, 137, 141, 142, 145, 146, 163, 170, 173, 179, 192, 193, 195, 206, 226, 238, 241
liberty rights, 12, 14, 233
privacy, 7, 11, 65, 93, 134-135, 144, 230
property rights, 7, 11-14, 17, 19, 26, 33, 35, 41, 54, 56, 81, 118, 119, 127, 129-131, 136, 143, 150, 153, 168, 169, 171, 180, 182, 190-195, 198, 202, 207, 208, 210, 222, 224, 229, 234, 241, 242, 257, 269, 271, 272
religious freedom, 10, 67
free exercise, 64, 69, 70, 85, 205
contracts, 35, 38, 39, 46, 47, 50, 51, 52 (*see also* arbitration, collective bargaining, tort)
bidding, 3, 51, 209, 216-217
breach, 17, 20, 28, 29, 30, 46, 53, 143, 154, 181, 182, 184, 185, 191, 192, 195, 198, 201, 215-218
construction, 129, 130, 137, 152-153, 193
disputes, 29-32, 155, 197, 216, 217
employment, 3, 6, 8, 12-14, 16, 23, 28, 92-30, 33-34, 35, 127, 155, 157, 176, 181-182, 189, 190, 191, 192, 194, 235
interference, 16
liability, 215-217
supplemental, 8, 48, 54, 154, 155, 156
contributory negligence (*see* tort)
copyright, 163, 221
corporal punishment, 122, 269
criminal offenses,
conspiracy, 165, 191
fraud, 34, 136, 141, 154, 155, 172, 177, 204, 226
harassment, 42
prevention, 269
prosecutions, 172

damages,
back pay, 17, 18, 33, 55, 115, 156, 176, 177
compensatory, 5, 8, 115, 183, 228, 244
compensatory education, 90, 92, 100, 102, 107, 256
punitive, 8, 172, 183, 189, 228, 244
tuition reimbursement, 100-102, 103, 104, 106, 194
deceptive practices, 217-218
defamation (*see* tort)
Department of Education, 6, 78, 106, 111, 183, 196,-198, 249, 250, 254, 263, 264, 268, 269, 276, 277, 278
Department of Human Resources, 122
Department of Human Services, 208
Department of Treasury, 236-237
desegregation and integration, 76-81, 82, 97, 132, 242
cross-district remedies, 77-79
oversight plans, 77, 78, 79-81
unitary status, 76, 79, 80, 81
discipline,
academic dismissal, 207-209

classroom, 14, 28, 73, 74, 75, 122
disciplinary dismissal, 206
employee, 8, 9, 16-26, 114
expulsion, 73-75, 207, 227
extra-curricular activities, 141-142
suspension, 2, 8, 11, 14, 15, 17-19, 23, 34, 35, 39, 73, 74, 121, 141, 142, 166, 190, 204, 227, 238
discrimination (*see also* Rehabilitation Act, Equal Pay Act, civil rights, Age Discrimination in Employment Act)
age, 2, 5-6, 130, 156-157, 177-179, 190, 236-237
employment, 2-7, 112
gender, 4-5, 73, 145, 156-157, 163, 183, 236
handicap, 6-8, 108, 110-112, 114, 115, 179
national origin, 6
race, 4, 7, 8, 79, 81, 130, 131, 156, 175-177, 183, 232, 236
religion, 4
sexual orientation, 157
dress codes, 180
drivers' education, 26, 34
DUI, 22
drug and narcotics,
cocaine, 13, 66, 74, 225, 230
drug-free schools, 257
marijuana, 65
possession, 66, 210, 230
sale, 65, 66, 74, 170, 230
testing, 66, 143-144, 209
due process (*see* constitutional rights)

Education Amendments of 1972 (*see* civil rights)
Education of the Deaf Amendments, 253
Education of the Handicapped Act (*see* Individuals with Disabilities Education Act)
Eleventh Amendment (*see* Constitution)
emotional distress (*see* tort)
employee benefits, 5-6, 40, 53, 114, 133, 134, 191, 192-94, 214, 215, 233, 235
compensatory leave, 194
deferred compensation, 194
disability, 193
of absence, 32, 53-54, 235-236
retirement, 3, 30-31, 53
sabbatical, 23
sick, 11, 17, 30
Equal Employment Opportunity Commission (EEOC), 175, 176, 237
equal access,
open forum, 69
open meeting, 167
open records, 24, 158, 168
public concern, 8, 41, 157, 158, 180, 186, 191
public forum, 69
public record, 158, 167
Equal Pay Act, 2, 5, 177
estates and wills, 44, 81, 126, 163, 203, 211, 222
evaluation,
employee, 23, 24, 34, 43, 46, 47, 55, 177, 186, 188, 233, 178-179
student, 87, 266-267
examinations and testing, 11, 19, 61, 66, 74, 89, 99, 110, 113, 116, 140, 141, 143, 144, 163, 195, 196, 209, 214, 262-263, 265, 266-268, 269, 270, 276, 278, 279, 280, 281
extended school year (ESY), 89
extracurricular activities, 46, 62, 155 (*see also* athletes and athletics)

facilities, 95, 98, 140, 174, 199, 218, 252, 262, 271 (*see also* private facilities)
fair share and agency shop agreements, 38-40, 188 (*see also* union shop)
notice requirement, 39, 188
Family Educational Rights and Privacy Act, 159, 206, 210
notice requirement, 107
federal funds, 62, 76, 84, 108, 109, 254
Fifth Amendment (*see* Constitution)
financial aid, 143, 163, 172, 196-203, 251, 252, 254, 261
student loans, 197-202, 204, 216, 218, 250, 216
Pell Grants, 198, 199, 249, 261, 252, 249
Perkins loans, 250, 261, 264
financial exigency, 33, 185
First Amendment (*see* Constitution)
Fourteenth Amendment (*see* Constitution)
Fourth Amendment (*see* Constitution)
fraternities and sororities, 170, 204, 211, 212
free appropriate public education (FAPE), 85, 87, 88, 93, 94, 101
free speech (*see* constitutional rights)
freedom of association (*see* constitutional rights)

governmental immunity (*see* immunity)
grievance, 28, 41, 42, 46, 55, 175, 178, 185, 186, 188, 234

handicap discrimination (*see* discrimination)
Handicapped Children's Protection Act, 100
harassment, 3, 18, 42, 137
sex, 26, 163, 176, 195
hearing (*see also* constitutional rights)
administrative, 9, 16, 26, 89-91, 93
aspects of, 15-16
pretermination, 12-13, 237

Higher Education Amendments of 1992, 248-252
home instruction, 59-61, 274
homosexuals, 4, 157, 206, 221
hospitals, 101, 171-172, 184, 187, 193, 194, 211, 213, 216, 218-220, 233, 235, 236, 244, 277, 278

immorality (*see* termination)
immunity, 4, 6, 7, 10, 33, 100, 104, 118, 125-128, 149-151, 153, 156, 157, 164, 170, 189, 200, 209, 213, 218, 219, 220
  governmental, 7, 125-127
  qualified, 4, 6, 156-4, 7, 78, 82, 131, 151, 156, 175, 176, 179, 189, 226, 228, 232
  real estate exception, 126
  sovereign, 33, 100, 118, 125, 126, 127, 151, 156, 170, 189, 200, 218, 219, 220
  statutory, 118, 127, 150
impasse (*see* collective bargaining)
incompetency (*see* termination)
Individuals with Disabilities Education Act (IDEA), 31, 72, 83-94, 96-102, 104, 105, 107, 109, 253, 254, 264 (*see also* placement; FAPE)
  hearing, 89-91
  notice requirements, 87-88, 96, 105
  procedural safeguards, 86-93
  stay put provision, 89
Individualized Education Plan (IEP), 85-89, 94-96, 99, 101-103, 109
insubordination (*see* termination)
insurance (*see also* unemployment compensation; workers' compensation)
  accident, 148
  automobile, 53, 148, 192
  health, 53, 148, 192
  liability, 47, 121, 130-131, 150, 152, 220
intergovernmental relations, 163-173

layoff (*see* reduction-in-force)
laches, 92, 217
least restrictive environment (LRE), 84, 93, 96-98
leaves (*see* employee benefits)
liability (*see also* tort)
  contract, 215-217
  insurance (*see* insurance)
  product, 135-137, 213
libel (*see* tort)
loans; student (*see* financial aid)

malpractice (*see* tort)
mediation (*see* collective bargaining)
medicaid, 171
medical schools, 110, 166, 171, 207, 211
military base, 43, 165, 173, 179, 235, 236, 252 (*see also* armed forces)
misconduct,
  employee, 15, 21, 22, 25, 123, 124, 186, 190, 238
  student, 73-75, 150
molestation, 118, 137
moot, 42, 91, 142, 205, 217
multicultural education, 275

National College Athletic Association (NCAA), 140, 141, 143, 144, 158, 160, 167, 170, 172
nonrenewal, 1-3, 8, 9, 13, 14, 16, 17, 23, 24, 28, 30, 33, 34, 47, 54, 140, 143, 176, 181, 182
notice, 61, 75, 118, 151, 169, 219 (*see also* constitutional rights)
  aspects of, 7, 14
  of claim, 128-130, 151
  of injury, 253
  prerequisite to suit, 12
  right to, 22, 23-24, 27, 28, 29, 54, 154, 175

patent, 222
physical education, 19, 25, 32, 33, 35, 99, 109, 111, 112, 126, 133, 136, 140, 146, 156, 168, 205, 240-242, 269, 276 (*see also* athletes and athletics)
placement; special education, 93-99, 107 (*see also* free appropriate public education)
  appropriate, 94-96, 97, 99, 100, 101, 102, 103
  change, 87, 89
  continuum of options, 91, 95
  private, 90, 94, 96, 98
  residential, 86, 98, 99, 101, 102, 254, 278
playgrounds, 128, 147
pledge of allegiance, 71
prayer, 67-69
privacy (*see* constitutional rights)
private facilities, 98 (*see also* facilities)
  chapter 1 funds, 71, 259
  parochial schools, 62, 63, 71, 84, 85, 88, 96, 106
  schools, 63, 64, 71, 85, 86, 90, 94-96, 99, 100, 102 (*see also* placement)
probationary employee, 192
procedural due process (*see* constitutional rights)
promotion, 10, 11, 180, 185-186, 187
  denial of, 111, 175, 176, 177, 186
proprietary school, 166, 172, 197, 217, 218
property, 26, 56, 130, 168, 171, 193, 198, 222, 229, 234 (*see also* constitutional rights; taxes)
  boundaries, 119, 153
  business, 234
  damage, 131, 136

public, 127, 129, 150, 257
school, 17, 19, 81, 118-119, 153, 168, 192, 207, 210
stolen, 35, 191
value, 271, 272

qualification of teachers (*see* certification)
qualified immunity (*see* immunity)

race (*see* discrimination)
rape, 210, 212, 219
realignment and reassignment, 14, 16, 23, 27, 28, 29, 48, 111, 129, 190
reduction-in-force, 26-32, 43, 54-55, 185
bumping, 47
reinstatement, 55
Rehabilitation Act of 1973, 2, 76, 84, 93, 108-116, 179, 207, 208, 248, 253
amendments of 1992, 253
section 504, 2, 76, 84, 93, 108-112, 114-116
related services, 85, 86, 91, 93, 95, 99-101
religious,
materials, 67-69, 70, 85, 225
meetings, 71
organizations, 6, 10-11, 70
res judicata, 176, 181, 198
research, 69, 217, 262, 263, 279
residence, 89, 98, 108, 242, 278
halls, 209, 219
nonresidents, 60
private, 169
requirements, 60, 132
resignation, 17, 34, 132, 134, 191
retaliation, 129, 132, 157, 175, 176, 195
retirement, 3, 5, 6, 14, 30, 31, 33, 45, 53, 133, 176-179, 192, 193, 268
benefits, 30, 31, 193
plans, 178

salary, 2, 8, 18, 20, 23, 24, 30, 40, 43, 46, 132, 133, 134, 164, 185, 188, 194, 233, 235, 236, 237 (*see also* Equal Pay Act)
merit, 192, 275
overtime, 164
reduction, 10, 28, 114
schedule, 32, 53, 177, 217, 236
supplement, 34
sanctions (*see* discipline; strikes)
scholarship, 139-141, 143, 185, 197, 201, 202, 213, 222, 251, 252 (*see also* athletes and athletics)
school year, 274
scope of bargaining (*see* collective bargaining)
search and seizure (*see* Constitution, Fourth Amendment)
section 1981 (*see* constitutional rights)
section 1983 (*see* constitutional rights)
section 1988 (*see* constitutional rights)
section 504 (*see* Rehabilitation Act)
security, 14, 19, 65, 99, 119, 127, 153, 163, 171, 193, 210, 212, 215, 272, 275
segregation (*see* desegregation)
seizure (*see* Constitution, Fourth Amendment)
seniority, 4, 31-33, 45, 235
sexual,
abuse, 126, 166, 239
activity, 20, 118, 123
assault, 35, 127, 131, 137, 168, 211, 212, 219, 239, 240
connotations, 72, 73
education, 277
harassment (*see* harassment)
sick leave (*see* employee benefits)
site-based management, 277
sports (*see* athletes and athletics; physical education; coaches and coaching)
standing to sue, 46, 69, 75, 92, 93, 114, 167, 180, 187, 226
statute of limitations, 26, 87, 92, 114, 115, 129, 130, 151, 152, 176, 181, 182, 199, 202, 207, 208, 214-216, 220, 237
time barred actions, 39, 92, 175, 180, 182, 190, 202, 208, 237, 214
tolling, 26, 115, 175, 179, 182, 189, 214, 216, 220, 237
status quo provision (*see* Individuals with Disabilities Education Act, stay-put provision)
statutory immunity (*see* immunity)
stay put provision (*see* Individuals with Disabilities Education Act)
strikes, 49, 50, 72, 279
illegal, 49, 50, 279
sanctions, 56
substantive due process (*see* constitutional rights)
sunshine laws, 163, 166, 167
supplemental contracts (*see* contract)

taxes and taxation,
assessment, 21, 159
deductions, 64
disbursement, 77-78
estate, 222
exemptions, 169
federal, 172-173, 200, 236
hotel/motel, 168
income, 241
license, 168
property, 168, 241-242, 270-271
sales, 242, 271, 272
school, 60, 273
Social Security, 171, 272
technology, 279
tenure, 9, 11, 12, 13, 14, 24, 32-33, 46, 47, 55, 182

bumping, 47
by default, 34
denial of, 45, 176, 180, 182-183, 188, 195
nontenured, 9, 13, 14, 23, 24, 26, 28, 55
reduction-in-force, 27-28, 54
status, 32-34
termination of, 7, 15, 17, 18, 29, 21, 22, 24, 26, 51, 177, 184-186
transfer, 10, 23, 29, 30, 33
termination, 8, 9, 21, 24, 25, 26, 27, 28, 35, 54, 55, 76, 111, 132, 155, 156, 179, 182, 188, 189-192, 193, 194, 195, 228, 237, 278
for cause, 184-185
financial exigency, 185
hearing, 12-13, 14, 15, 16, 23, 55, 154, 237-238
immorality, 21
incompetency, 15, 21, 22-23, 194
insubordination, 18-20, 192
moral turpitude, 35, 185
neglect of duty, 20-21, 22
notice, 13, 22, 27, 54, 181, 237-238
status, 22
union representation, 42, 51, 55, 155-156
unfitness, 20, 21
wrongful discharge, 30, 189
test (*see* examinations and testing)
time barred actions (*see* statute of limitations)
title IX (*see* civil rights)
title VI (*see* civil rights)
title VII (*see* civil rights)
tolling (*see* statute of limitations)
tort, 12, 104, 117-139, 146-154, 160, 172, 233, 236, 244 (*see also* attorney fees; insurance; workers' compensation; liability; contracts)
assault, 124, 126, 138, 148, 168, 212, 239, 240
battery, 148, 212
contributory negligence, 136
constitutional, 137-138
defamation, 134, 135, 147, 160, 192, 195, 210, 228
emotional distress, 133, 135, 147, 154
intentional, 147, 219
interference with contract, 16
libel, 123, 189
malpractice, 146, 154, 171, 184, 196, 220-221
negligence, 20, 21, 75, 108, 118-125, 125-128, 135, 136, 147-154, 172, 181, 185, 189, 195, 202, 212, 213, 218-220, 244
comparative, 128
defenses, 125-130 (*see also* immunity)
slander, 189
transportation, 60, 62-64, 99, 126, 198, 280
tuition,
and assignment, 60, 78
higher education, 172, 198, 199, 215, 221, 254, 271
private schools, 63-64, 90, 106
reimbursement, 100-102, 103, 104, 106, 194

unemployment compensation, 11, 16-17, 25-26, 27, 192, 193
unfair labor practices, 39, 43, 46, 47, 49-52, 56, 186, 188
unfitness (*see* termination)
unions (*see also* collective bargaining)
bargaining units, 39-43, 47, 56, 186, 187, 279
decertification, 2, 35, 186
elections, 41
union representatives, 188
union shop, 186 (*see also* agency shop)

vouchers, 280

wages (*see* salary)
weapons, 65, 74, 238
workers' compensation, 32, 53, 133-134, 154, 158, 214-216

zoning, 159, 163, 169, 28